

OFFICER EVALUATION REPORT SUPPORT FORM

For use of this form, see AR 623-105; the proponent agency is ODCSPER

Read Privacy Act Statement on Reverse before Completing this form

PART I - RATED OFFICER IDENTIFICATIONNAME OF RATED OFFICER (Last, First, MI)
GRANGER, ELDERRANK
BGORGANIZATION
EUROPE REGIONAL MEDICAL COMMAND (ERMC)**PART II - RATING CHAIN - YOUR RATING CHAIN FOR THE EVALUATION PERIOD IS:**

RATER	NAME WILLIAM E. WARD	RANK LTG	POSITION DCG, USAREUR/7A
INTERMEDIATE RATER	NAME	RANK	POSITION
SENIOR RATER	NAME JAMES B. PEAKE	RANK LTG	POSITION CDR, USAMEDCOM

PART III - VERIFICATION OF FACE-TO-FACE DISCUSSION

MANDATORY RATER / RATED OFFICER INITIAL FACE-TO-FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON _____ (Date) Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials _____ (Review)

PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:

Dates _____ Rated Officer Initials _____ Rater Initials _____ Senior Rater Initials _____ (Review)

PART IV - RATED OFFICER (Complete a, b, and c below for this rating period)PRINCIPAL DUTY TITLE **COMMANDER**POSITION AOC / BR **00B00****a. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES**

Command the Europe RMC (ERMC), USAMEDCOM, composed of one medical center, two MEDDACs & 29 health clinics with a \$160M annual budget & 4000+ employees. Serve as Command Surgeon, USAREUR/7th Army, responsible to CG, USAREUR to ensure readiness of medical force through effective integration and involvement of all ERMC assets and exercise title 10 responsibility for healthcare in the Balkans which includes two hospitals. Serve as Lead Agent, TRICARE Europe, providing oversight and ensuring the highest quality accessible integrated and seamless community healthcare for over 300,000 beneficiaries & 50 Army, Navy, Air Force medical/dental facilities. Support the Mgt Control Program under AR 11-2, para. 1-13: Healthy medically protected soldiers; deploy trained ready medical forces; manage the care of soldiers, their families & retirees.

b. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES

1. Focus ERMC/Command Surgeon on the Army, its Soldiers, its families and other beneficiaries, ensuring worldclass quality healthcare with "hassle free" access while implementing and emphasizing population health through health promotion and prevention. Always placing the patient/stakeholder first.
2. Provide outstanding leadership to 4000+ soldiers, airmen, U.S. civilians, local nationals and contractors. Create an environment of caring with emphasis on values, commitment to excellence and educational opportunities to keep the best in our military and develop their skills and talents for the future.
3. Focus the command on the 5 Ps (People, Prevention, Practice guidelines or processes, Productivity and Price) by ensuring that we do routine things routinely well.

People

- Timely completion of 95% or greater of all evaluations (OERs, NCOERs, AER OPRs, civilian appraisals, etc.)
- Timely submission and presentation of 95% or greater of all awards prior to individual's PCS, ETS, retirement, etc.
- Timely completion of 95% or greater of all counselings based on military/civilian standards and requirements.
- Ensure that 95% or greater of the staff complete their required annual training (military and civilian readiness training).
- Ensure continuation of 91W conversion program and exceed Department of the Army standard by 15%.
- Ensure 100% 91W sustainment.

Please see attached continuation sheet.

GRANGER, ELDER

DA FORM 67-9-1

Part IV, b.: Major Performance Objectives Continued

- Ensure that all Medical and Dental Treatment Facilities (MTFs/DTFs) are integrated and in support of the Installation Management Activity (IMA) through the Base Support Battalion (BSB) and Area Support Group (ASG).

Bottom line - people are our vital force.

Prevention

- Ensure that all staff, especially Soldiers, receive continued emphasis on accident/suicide prevention and year-round safety, especially winter safety.
- Provide providers preventive/population health information/report cards on their primary care panels or community.
- Ensure that prevention is a way of life in all we do.

Practice Guidelines or Processes

- Continue to emphasize, monitor and develop practice guidelines or processes designed to support the men and women in the trenches of our organization - enabling them in their quest for quality and efficiency.

Bottom line - eliminate the hassle factors in healthcare.

Productivity

- Continue to coordinate and oversee business case analysis processes that accurately and honestly align resources and requirements with mission and manage with metrics (i.e., return on investment, improved access to care, etc.).

Price

- Skillfully manage the budget to maximize the greatest efficiency through standardization of products and equipment, eliminating or decreasing IMPAC cards interest payments and emphasizing innovative ways to generate internal profits or return on investments.
- Ensure 97% or greater of all travel credit cards are paid on time.

4. In concert with Army's transformation and plan for the future, continue to support evolving missions, its advancing technology and our changing demographics.

GRANGER, ELDER

DA FORM 67-9-1

Part IV, b.: Major Performance Objectives Continued

5. Provide proactive actionable options and plans to USAREUR leadership on the health of the soldier and policies and procedures necessary to maximize the key aspects of soldier readiness by leveraging the power of our AMEDD team and ensuring that:

- 95% or greater of USAREUR Soldiers receive their annual influenza shot and that it is documented in MEDPROS.
- 90% or greater of all MEB/PEBs are accurately completed within 140 days and that the Soldier receives his or her orders within 180 days if found unfit;
- 100% of all deployed USAREUR Soldiers complete all pre-deployment requirements and 100% of all redeployed USAREUR Soldiers complete all redeployment requirements;
- 95% or greater of all USAREUR Soldiers' medical/dental readiness is entered and tracked in Medical Protective System (MEDPROS);
- 90% or greater Anthrax compliance
- Improve USAREUR physical exam compliance by 15% or greater;
- The entire Physical Evaluation Process is tracked in MEBITT (MMRB, PEBLO initial counseling, orders, etc.);
- The USAREUR leaders are educated on MEDPROS and MEBITT.

6. Provide strong leadership and continue to foster teamwork and value-added for TRICARE Europe as Lead Agent and Chairman of the Executive Steering Committee by:

- Developing a Host Nation quality of care evaluation program;
- Developing meaningful and useful quality data for MTF/DTF commanders and providers;
- Work closely and cooperatively with USAFE, NAVEUR and EUCOM Surgeons to provide effective and efficiency highest quality of care and readiness.

7. Continue to emphasize and make JCAHO, quality care, access to care and data quality a way of life by:

- Analyzing and monitoring clinic templates;
- Ensuring 95% or greater of providers complete online medical coding familiarization training;

GRANGER, ELDER

DA FORM 67-9-1

Part IV, b.: Major Performance Objectives Continued

- Ensuring 95% or greater of our medical coders receive basic, intermediate and advanced coder training through the Northern Virginia Community College;
 - Monitoring JCAHO standards at all levels as part of our Staff Assistance Visit/Organization Assessment Program;
 - Monitoring access to quality care according to TRICARE access standards with emphasis on PCM by name, patient safety, continuing education, peer review, etc.
8. Continue to foster and live the one AMEDD team in USAREUR by working seamlessly with the 30th Medical Brigade with Soldier as the focal point.
9. Provide oversight, advice and proactive planning for all medical issues in the theater of operations.
10. Work closely with international medical agencies to improve both peacetime and deployment capabilities.
11. Continue to represent the AMEDD Army Surgeon General Balanced Score Card and other programs.
12. Provide leadership, mentoring and guidance as the senior AMEDD officer in theater to Europe Regional Dental Command, Center for Health Promotion and Preventive Medicine - Europe and USA Medical Materiel Center, Europe - One AMEDD team.
13. Develop and monitor a quality of care program for the Battalion Aid Stations (BAS) in USAREUR and continue to field CHCS to all BAS during FY04 and improve the facility condition of BAS.
14. Maintain military skills and physical fitness.
15. Emphasize force protection and safety in all we do daily.
16. Maintain a positive attitude, balanced life, have fun taking care of America's sons and daughters and focus down, not up.
17. Never, never forget the Soldier and always do routine things routinely well.

Bottom Line – tell the Army story – Army at War – Relevant and Ready.

- Share and follow the CSA's 16 focus areas at every opportunity.